

DEPARTMENTAL OPEN  
STATEWIDE EXAMINATION

ST50/7891 (4FA64)

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation. It is an objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY

Applicants who meet the minimum qualifications as stated below. This is a departmental open examination. Applications will not be accepted on a promotional basis. Career credits do not apply.

HOW TO APPLY

Applications (STD. Form 678) are available and will only be ACCEPTED IN PERSON, from the applicant on:

Friday, December 10, 2004 between the hours of 8:00 a.m. to 5:00 p.m.

At the following location

Department of Food and Agriculture  
Plant Pest Diagnostics Branch  
3294 Meadowview Road  
Sacramento, CA 95832-1448

**DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD.**

APPLICATION DEADLINE

**APPLICATIONS WILL NOT BE ACCEPTED BY MAIL, FACSIMILE, MESSENGER, INTER-OFFICE MAIL OR EXPRESS DELIVERY FOR ANY REASON.**

Applications must be submitted IN PERSON on the file-in-person date,

Friday, December 10, 2004 between the hours of 8:00 a.m. to 5:00 p.m.

TEST DATE

**It is anticipated that the examination will be sometime in January or February 2005.**

TESTING METHOD

The testing method used may be one or a combination of the following: **ORAL OR WRITTEN EXAMINATION, EDUCATION & EXPERIENCE OR SUPPLEMENTAL APPLICATION.**

SPECIAL TESTING  
ARRANGEMENTS

If you have a disability and need special arrangements, mark the appropriate box in #2 of the application. You will be contacted to make specific arrangements. If you have not been contacted by the time you receive a notice to appear at a test, call the California Department of Food and Agriculture Exam Unit at (916) 654-0422.

REQUIRED IDENTIFICATION

*NOTE: Applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.*

SALARY RANGE

Range A \$2566 - \$3120  
Range B \$2914 - \$3540

ELIGIBLE LIST INFORMATION

A Departmental “Open” list will be established for the California Department of Food and Agriculture. The eligible list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR  
ADMITTANCE TO THE  
EXAMINATION

**NOTE: IT IS YOUR RESPONSIBILITY TO MAKE SURE YOU MEET THE EDUCATION AND/OR EXPERIENCE REQUIREMENTS AS STATED BELOW. YOUR SIGNATURE ON YOUR APPLICATION INDICATES THAT YOU HAVE READ, UNDERSTOOD, AND POSSESS THE BASIC QUALIFICATIONS REQUIRED.**

**NOTE: ALL APPLICATIONS/RESUMES MUST INCLUDE: “TO” AND “FROM” DATES (MONTH/DAY/YEAR); TIME BASE; AND JOB TITLES. APPLICATIONS/RESUMES RECEIVED WITHOUT THIS INFORMATION MAY BE REJECTED.**

MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50 percent of the required time of Pattern I, and additional experience amounting to 50 percent of the required time of Pattern II, may be admitted to the examination as meeting 100 percent of the overall experience requirement.

Physical strength and agility necessary to fulfill the requirements of the assigned work. Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles. Applicants who do not possess the license will be admitted to the examination but must secure the license prior to appointment.

**Education:** Equivalent to two years of college, including completion of 12 units of introductory courses in a biological science. *(Applicants who have completed one year of college will be admitted to the examination, but they must produce evidence of completion of the second year or its equivalent before they will be considered eligible for appointment.)*

**NOTE: COPY OF TRANSCRIPTS MUST BE SUBMITTED WITH YOUR APPLICATION IN ORDER TO VERIFY 12 UNITS OF INTRODUCTORY COURSES IN A BIOLOGICAL SCIENCE. FAILURE TO SUBMIT YOUR TRANSCRIPTS MAY RESULT IN A DELAY IN YOUR APPROVAL TO COMPETE IN THE EXAMINATION.**

**CAN BE EITHER OFFICIAL OR UNOFFICIAL TRANSCRIPTS.**

SPECIAL PERSONAL  
CHARACTERISTICS

Accuracy, keenness of observation, and perceptiveness.

POSITION DESCRIPTION	This is the combined recruiting, training, and first journey level in the series. As a trainee, incumbents work under close supervision in either a laboratory specialty or a greenhouse rearing facility for plant or insect propagation; and perform routine or less complex work. As incumbents progress into the first journey level, under general supervision, incumbents perform the full range of varied technical and complex tasks in either a laboratory or a greenhouse rearing facility; and incumbents may assist in training of other staff.
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EXAMINATION INFORMATION	<p>This examination will consist of a Qualification Appraisal Interview only. The interview will include a number of predetermined job-related questions.</p> <p><i>Competitors who do not appear for the interview will be disqualified.</i></p> <p>In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview.</p>
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QAULIFICATIONS APPRAISAL INTERVIEW – WEIGHTED 100%

The California Department of Food and Agriculture and the State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

SCOPE OF EXAM	In addition to evaluating the competitor’s relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitors:
AND	<p><b>A. Knowledge:</b></p> <ol style="list-style-type: none"><li>General principles of plant growth and cultivation;</li><li>Laboratory procedures and pest identification methods;</li><li>Pest control methods;</li><li>Standard and advanced instrumentation;</li><li>Material safety data sheets;</li><li>Chemicals and procedures used in analysis;</li><li>Plant propagation;</li><li>Principles of greenhouse operation and general maintenance;</li><li>Rearing of plant pests and biocontrol agents under controlled conditions;</li><li>Field plot management;</li><li>Equipment care and use;</li><li>Materials and procedures for field test plot work involving plant pests.</li></ol> <p><b>B. Ability to:</b></p> <ol style="list-style-type: none"><li>Learn complex and varied technical procedures for handling plant pests;</li><li>Analyze situations and take or recommend appropriate action;</li><li>Act as a working group leader;</li><li>Learn and apply technical work procedures;</li><li>Conduct preliminary examinations leading to plant pest diagnostics;</li><li>Train others;</li><li>Use, handle, and care for instrumentation, equipment, supplies, and chemicals including material safety data sheets;</li><li>Construct and use rearing cages or containers and organism collection devices;</li><li>Follow safety precautions.</li></ol>
SCOPE OF ON-THE-JOB KNOWLEDGE AND ABILITIES	

VETERANS PREFERENCE	Veterans preference credits will be added to the final score of all competitors who are successful in this examination and who qualify for, and have requested these points. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive veteran's preference points.
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QUESTIONS?	If you have any questions regarding this announcement, please contact the California Department of Food and Agriculture, Examination Unit, 1220 N Street, Suite A-151, Sacramento, CA 95814, (916) 654-0422.
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GENERAL INFORMATION

**Americans with Disabilities Act, Title II:** The California Department of Food and Agriculture (CDFA) is committed to a strong policy of equal employment opportunity. To this end, CDFA does not discriminate against or exclude any person from participating in the employment process, advancement, benefits of employment, or in the admission and access to programs or activities administered by CDFA on the basis of: race; color; national origin; ancestry; religion; creed; sex; marital status; sexual orientation; pregnancy; age; veteran status; political affiliation; or disability (including AIDS) as required by Title II of the Americans with Disabilities Act (ADA). Reasonable accommodations for qualified individuals with disabilities will be made available upon request. Candidates must be able to perform the essential functions of the position with or without reasonable accommodations.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. If an offer of employment is made, a medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required. All job offers are subject to an approval process.

**If you meet the requirements** stated you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**Applications** are available at State Personnel Board offices, local offices of the Employment Development Department and the Department noted on the front.

**It is the candidate's responsibility** to contact the California Department of Food and Agriculture Examinations Unit three (3) days prior to the written test date if s/he has not received his/her notice.

**If a candidate’s notice** of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, s/he will be rescheduled upon written request.

**For an examination** without a written feature it is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit at (916) 654-0422 three (3) weeks after the final filing date if s/he has not received a progress notice.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: ① sub-divisional promotional, ② departmental promotional, ③ multi-departmental promotional, ④ service-wide promotional, ⑤ departmental open, ⑥ open. Eligible lists will expire in from one (1) to four (4) years unless otherwise stated on this bulletin.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel may consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress s/he has made in his/her efforts toward self-development.

**Veterans Preference:** California law limits the granting of veterans preference credits to entrance examinations. Directions for applying for veterans preference are on the Veterans Preference Application form which is available from State Personnel Board office or written test proctors.

**High School Equivalence:** Equivalence to completion of the twelfth (12th) grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

*TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.*  
CALIFORNIA RELAY (TELEPHONE) SERVICE FOR THE DEAF OR HEARING IMPAIRED:  
FROM TDD PHONES: 1-800-735-2929 FROM VOICE PHONES: 1-800-735-2922